

Vermont Mental Health Performance Indicator Project

DDMHS, Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601 (802-241-2638)

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani and Monica Simon

DATE: August 15, 2003

RE: Adult Outpatient Program Staff

This brief report is the third in our series regarding characteristics of the clinical staff at community mental health programs in Vermont. This report focuses on staff of Adult Mental Health Outpatient Programs (AOP). Earlier reports focused on Children's Services Programs (www.state.vt.us/dmh/Data/PIPs/2003/pip061303.pdf) and Community Rehabilitation and Treatment (CRT) Programs for adults with severe and persistent mental illness (www.state.vt.us/dmh/Data/PIPs/2003/pip070403.pdf). Each of these reports examines staff tenure and level of education of the clinical staff. The information reported is based on Human Resources data submitted to DDMHS by Designated Agencies on a quarterly basis. These reports describe all clinical staff reported by community programs for October through December 2002.

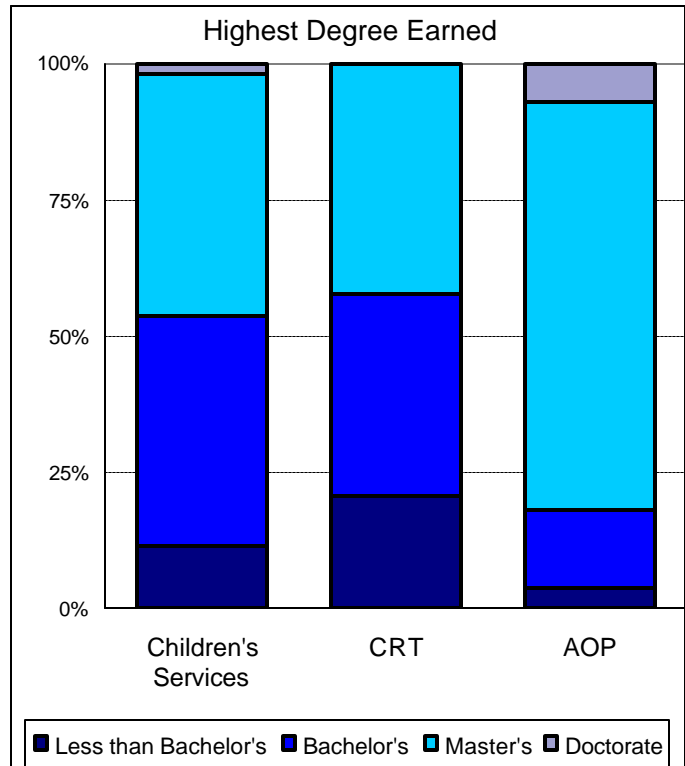
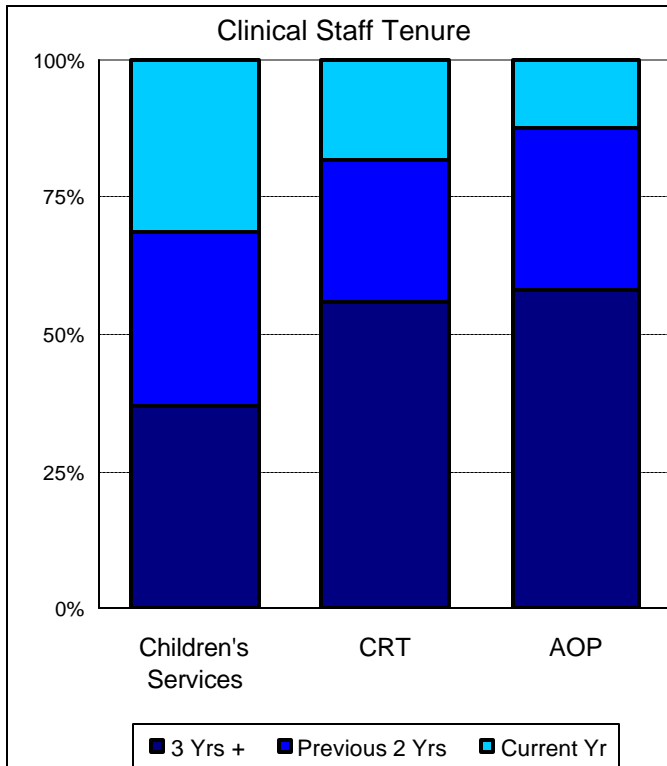
As you will see, AOP clinical staff were substantially more likely to hold advanced degrees than clinical staff of Children's Services or CRT programs. More than 80% of AOP staff had an advanced degree, compared to less than 50% of the clinical staff of the other programs. AOP staff were similar to CRT staff in terms of tenure, with 56% having more than two years of employment, compared to 37% for Children's Services clinical staff.

The AOP program at Northeast Kingdom Mental Health (NKHS) had the highest education level. All clinical staff had an advanced degree, and 25% had a Doctoral degree. The Counseling of Addison County (CSAC) also reported that all AOP clinical staff had an advanced degree, but none were reported as having a Doctoral degree. The Howard Center (HCHS) reported the smallest representation of advanced degrees with less than 60% holding more than a Bachelor's degree and none holding a doctoral degree.

In terms of staff tenure, CSAC and HCHS had the most AOP clinical staff with greater than 2 years tenure (83% and 88%, respectively). Southeastern Vermont (HCRS) had the fewest staff with more than two years tenure (35%).

We look forward to your comments, questions, and suggestions for future analysis pip@ddmhs.state.vt.us or call 802-241-2638.

Clinical Staff Tenure and Highest Degree Earned for Children's Services, AOP, and CRT Programs October - December 2002



Program	Number of Clinical Staff	Hired During					
		Current Year		Previous Two Years		Three + Years	
		Number	Percent	Number	Percent	Number	Percent
Children's Services	621	195	31%	197	32%	229	37%
CRT	215	39	18%	56	26%	120	56%
AOP	88	11	13%	26	30%	51	58%

Program	Number of Clinical Staff	Highest Degree Earned			
		Less than Bachelor's	Bachelor's	Master's	Doctorate
Children's Services	621	11%	42%	44%	2%
CRT	215	20%	37%	42%	0%
AOP	88	4%	14%	75%	7%

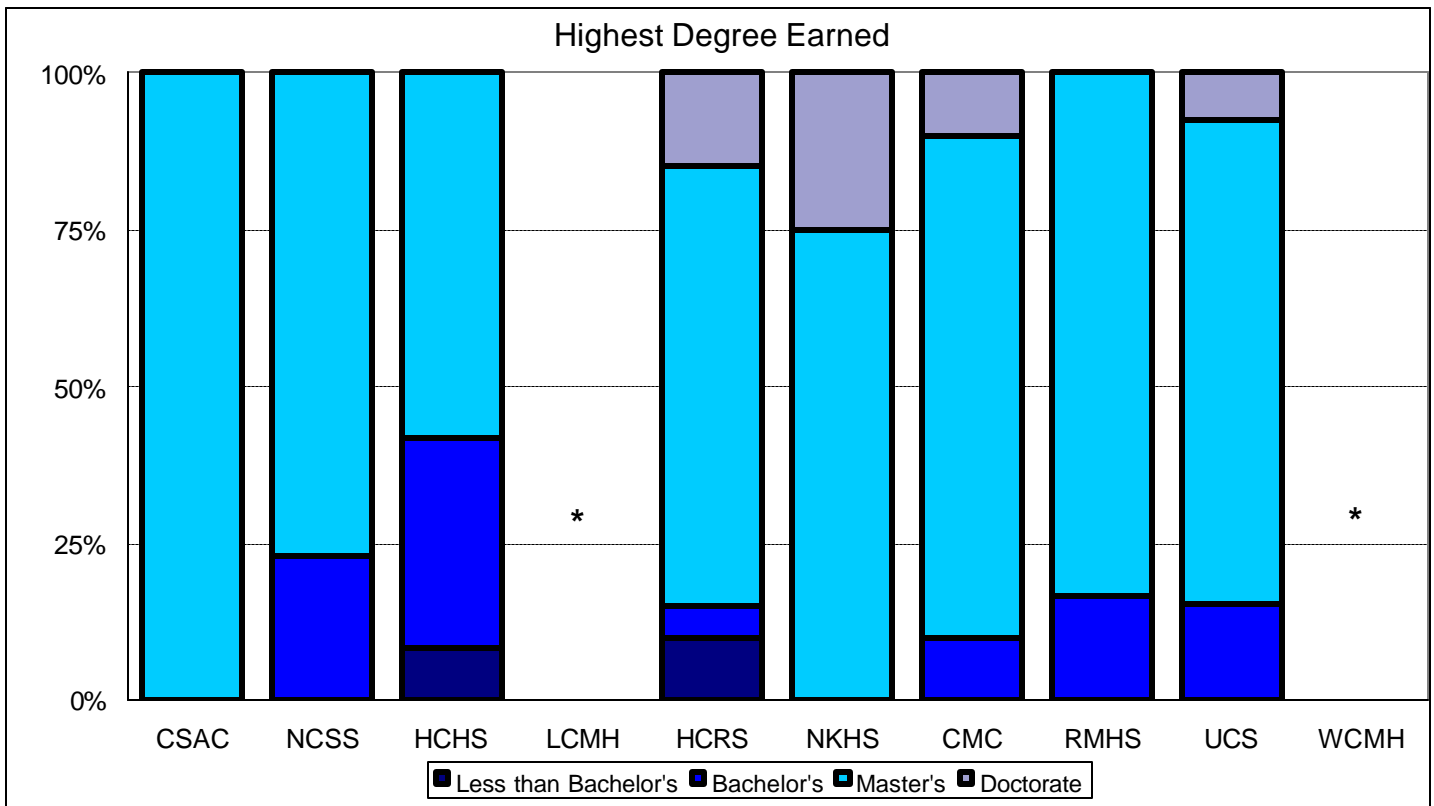
Analysis is based on human resources data submitted by Vermont's community mental health providers and includes full-time, part-time and contractual staff who were employed as of the 4th quarter of CY2002. Children's Services clinical staff includes: program director, program coordinator, clinician, and case manager. Community Rehabilitation and Treatment and Adult Mental Health Outpatient clinical staff includes: program director, program coordinator, clinician, case manager, and employment specialist/vocational support worker.

*LCMH and WCMH did not provide complete data for October - December 2002.

LCMH, WCMH, and HCHS were excluded from the table and graph for highest degree earned due to incomplete data for Children's Services and CRT Programs.

Adult Mental Health Outpatient Programs

Highest Degree Earned by Clinical Staff: October - December 2002



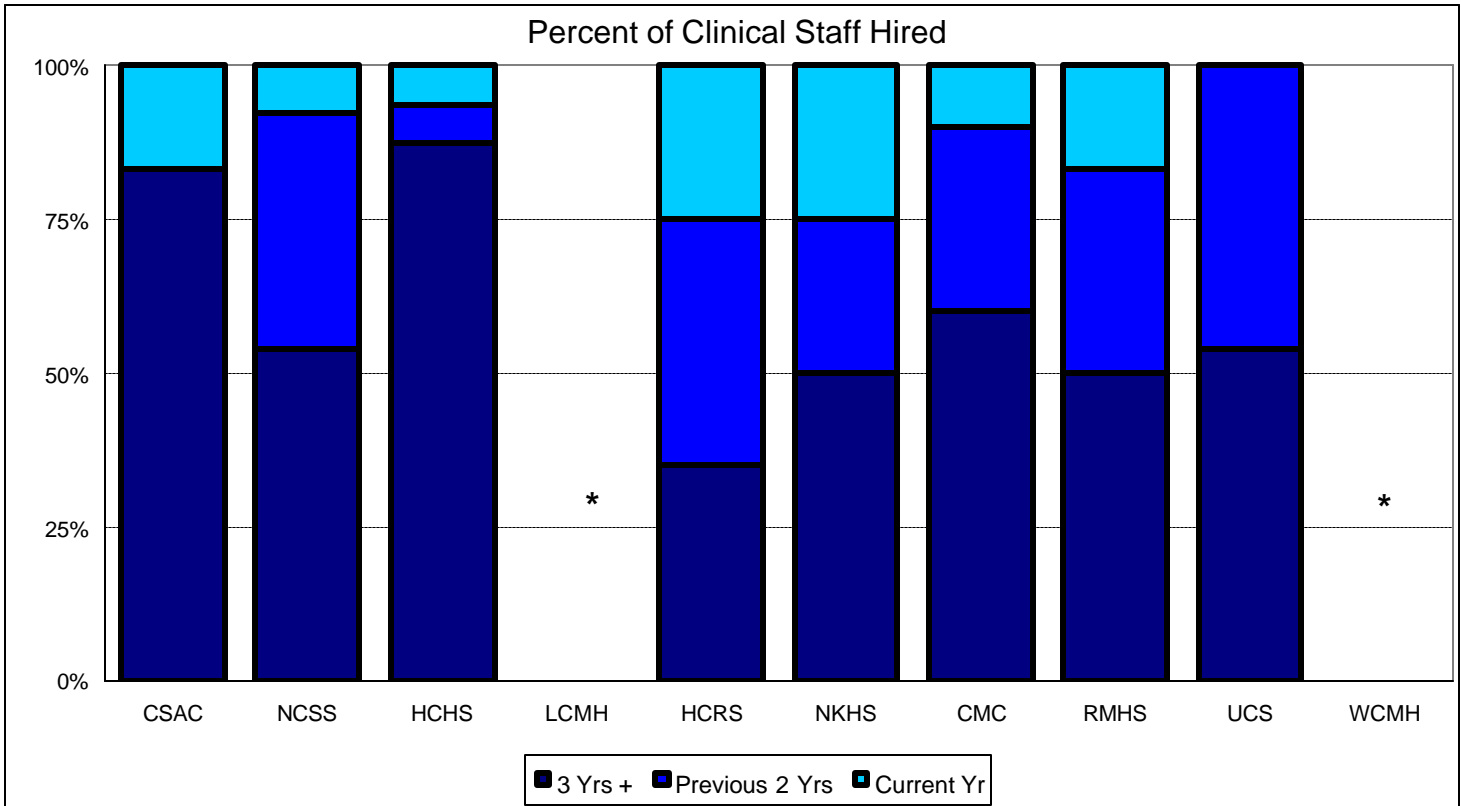
Clinic	Number of Clinical Staff	Highest Degree Earned				Percent with Data
		Less than Bachelor's	Bachelor's	Master's	Doctorate	
Total	88	4%	14%	75%	7%	
CSAC	6	0%	0%	100%	0%	100%
NCSS	13	0%	23%	77%	0%	100%
HCHS	16	8%	33%	58%	0%	75%
LCMH	*	*	*	*	*	0%
HCRS	20	10%	5%	70%	15%	100%
NKHS	4	0%	0%	75%	25%	100%
CMC	10	0%	10%	80%	10%	100%
RMHS	6	0%	17%	83%	0%	100%
UCS	13	0%	15%	77%	8%	100%
WCMH	*	*	*	*	*	0%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Adult Mental Health Outpatient staff includes full-time, part-time, and contractual workers who were employed as of 4th quarter CY2002.

Clinical Staff are staff holding the following positions: program director, program coordinator, clinician, case manager, and employment specialist/vocational support worker.

*LCMH and WCMH did not provide complete data for October - December 2002.

Adult Mental Health Outpatient Programs Clinical Staff Tenure: October - December 2002



Clinic	Number of Clinical Staff	Hired During						Percent with Data
		Current Year		Previous Two Years		Three + Years		
		Number	Percent	Number	Percent	Number	Percent	
Total	88	11	13%	26	30%	51	58%	
CSAC	6	1	17%	0	0%	5	83%	100%
NCSS	13	1	8%	5	38%	7	54%	100%
HCHS	16	1	6%	1	6%	14	88%	100%
LCMH	*	*	*	*	*	*	*	0%
HCRS	20	5	25%	8	40%	7	35%	100%
NKHS	4	1	25%	1	25%	2	50%	100%
CMC	10	1	10%	3	30%	6	60%	100%
RMHS	6	1	17%	2	33%	3	50%	100%
UCS	13	0	0%	6	46%	7	54%	100%
WCMH	*	*	*	*	*	*	*	0%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Adult Mental Health Outpatient staff includes full-time, part-time, and contractual workers in the following job categories: program director, program coordinator, clinician, case manager, and employment specialist/vocational support worker who were employed as of 4th quarter CY2002.

*LCMH and WCMH did not provide complete data for October - December 2002.